

PRELIMINARY PROGRAM

THE 8TH METROPOLIS IDENTITIES SUMMIT

Reaffirming Canada: Confronting Challenges to Unity, Diversity and Identities

Delta Hotel by Marriott Downtown Saskatoon , Saskatchewan

October 29th & 30th, 2025.

9 am - 5 each day

PROGRAMME PRÉLIMINAIRE

LE 8e SOMMET METROPOLIS SUR LES IDENTITÉS

Réaffirmer le Canada : Relever les défis de l'unité, de la diversité et des identités

Delta Hotel par Marriott centre-ville Saskatoon

Les 29 et 30 octobre 2025

De 9 à 17 heures chaque jour

WEDNESDAY, OCTOBER 29TH/ MERCREDI 29ÈME OCTOBRE

As off 7:30 AM

Registration, Exhibitors & Posters / Inscriptions, Visite des Kiosques des exposants et des Présentations d'affiches

In front of the Michelangelo Ballroom / Devant la salle de bal Michelangelo

8:45 - 9:00

Welcome and Opening remarks / Remarques Préliminaires

Michelangelo Ballroom

- Honorary conference Co-Chair, **Michelle Leclair**, Vice President, Metis Nation Saskatchewan / *Co Présidente honoraire de la conférence, vice-présidente, Nation métisse de Saskatchewan*
- Conference Co -Chair, **Dr. Kara Somerville**, Professor of Sociology , University Saskatchewan, Associate Member in the Johnson-Shoyama Graduate School of Public Policy / *Co Présidente, Professeur de sociologie, Université de Saskatchewan, membre associé de la Johnson-Shoyama Graduate School of Public Policy*
- Conference Co -Chair, **Ali Abukar**, Chief Executive Officer, Saskatoon Open Door Society / *Co Présidente, Président-directeur général, Saskatoon Open Door Society*

9:00 – 9:15

Opening address / Adresse d'ouverture

Michelangelo Ballroom

- **The Honourable Lena Metlege Diab**, MP, Minister of Immigration, Refugees and Citizenship Canada (video address) / **L'honorable Lena Metlege Diab**, députée, ministre de l'Immigration, des Réfugiés et de la Citoyenneté du Canada (allocution par vidéo)

9:15 – 10:30 AM

Plenary session 1

Michelangelo Ballroom

Reconciliation, Recognition and Unity: What is the vision for Canada?

The spring federal election gave rise to a resurgence of Canadian patriotic sentiment owing mainly to veiled threats of annexation from US President Donald Trump. The campaign saw little conversation about the foundations of Canadian identity in its various expressions and thus Indigeneity, official languages, diversity and/or immigration were not the object of much attention.

In the election's aftermath there has been increasing talk about Alberta separation with the province's Premier raising the prospect of a referendum on the issue. Our speakers will share their vision of the country and identify and discuss the current challenges to unity.

- Session Chair **Michelle Leclair**, Vice President, Metis Nation Saskatchewan / Honorary conference Co -Chair
- **Dr. Arjun Tremblay**, Associate Professor, Politics and International Studies, University of Regina
- **Dr. Loleen Berdahl**, Professor of Political Studies, Executive Director, Johnson Shoyama Graduate School of Public Policy, University of Saskatchewan
- **Jack Jedwab**, President and CEO, Association for Canadian Studies and the Metropolis Institute

1ère Séance plénière

Réconciliation, reconnaissance et unité : Quelle vision pour le Canada?

Les élections fédérales survenues au printemps ont ravivé un élan patriotique chez les Canadiens, en grande partie en réaction aux menaces d'annexion à peine voilées du président américain Donald Trump. Pourtant, la campagne a suscité peu de conversations sur les fondements de l'identité canadienne dans ses diverses expressions. Ainsi, les questions liées à l'indigénité, aux langues officielles, à la diversité et/ou à l'immigration sont demeurées largement en marge des débats.

Au lendemain de l'élection, les discussions autour d'une possible séparation de l'Alberta se sont multipliées, le premier ministre de la province ayant même évoqué la tenue d'un référendum sur cette question. Nos intervenant(e)s exposeront leur vision du pays, tout en identifiant et en analysant les défis actuels sur la question de l'unité.

- Présidente de séance : **Michelle Leclair**, vice-présidente, Nation métisse de la Saskatchewan / coprésidente honoraire du congrès
- **Dr. Arjun Tremblay**, professeur adjoint, département de science politique et études internationales à l'Université de Regina
- **Dr. Loleen Berdahl**, professeure en science politique, directrice générale, de l'École de politiques publiques Johnson Shoyama à l'Université de la Saskatchewan
- **Jack Jedwab**, Président et directeur général, de l'Association d'études canadiennes et de l'institut Metropolis

10:30 11:00

Break / Visit the exhibitors and Posters | Pause / Visite des Kiosques des exposants et des Présentations d'affiches

In front of the Michelangelo Ballroom / Devant la salle de bal Michelangelo

11:00 – 12: 15

Block A of concurrent sessions (workshops and roundtables)

Bloc A des séances simultanées (ateliers et tables rondes)

A1 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Venice Room, Convention Level

Technology Use in Language Training and Translation for Immigrants

This panel will provide an in-depth review of Canada's language training programs, assessment frameworks, and emerging technology-enabled innovations along with best practices for effective integration and implementation. These initiatives provide foundational understanding of language skills and literacy assessment across learning contexts. The evaluation of technology integration in language education further demonstrates the potential for integrating digital tools to improve language learning experiences. Together, the panel will underscore the promising opportunities for technology-enabled innovations in language training programs to ensure greater accessibility, effectiveness, and inclusivity.

- **Wendy Cukier**, Toronto Metropolitan University - Diversity Institute
- **Patrick MacKenzie**, Immigrant Employment Council of BC
- **Mohamed Elmi**, Diversity Institute - Toronto Metropolitan University
- **Feng Hou**, Statistics Canada

A2 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Shakespeare Room, 3Rd Floor

Tailored Attraction, Integration, and Retention Strategies for Northern Ecosystems (TAIGA RISE)

Tailored Attraction, Integration, and Retention Strategies for Northern Ecosystems (TAIGA RISE) is a three-year project responding to demographic shifts in Northern Alberta and the Northwest Territories through a citizen science research approach. Amid population decline and slow immigration growth, these regions face challenges in welcoming and supporting

newcomers. TAIGA RISE will co-develop community-driven strategies to strengthen local capacity in attracting, integrating, and retaining immigrants—helping these communities meet labour needs, support newcomer inclusion, and improve long-term settlement outcomes.

- **Fatemeh Kazemi**, The Immigrant Education Society
- **Annisha Plesche**, The Immigrant Education Society

A3 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Michelangelo Ballroom, Convention Level

Inclusive Civic Engagement: Exploring Permanent Resident Voting Rights in Saskatoon

Saskatoon's growing diversity is reshaping our city's social, cultural, and economic fabric. Yet thousands of permanent residents — who contribute daily to the vitality of our communities — are excluded from participating in municipal elections. Our community-based research project, conducted in collaboration with Saskatoon Open Door Society, the City of Saskatoon, and the University of Saskatchewan, examined the perspectives of permanent residents and local leaders on the possibility of granting municipal voting rights to permanent residents. We will talk about findings from our research and place them in the broader context of trends on immigrant and refugee voting rights and highlight the innovative, cross-sector partnership.

- Moderator: **April Sora**, City of Saskatoon
- **Monica Hwang**, St. Thomas More College
- **Charlie Clark**, former Mayor of Saskatoon
- **Ali Abukar**, Saskatoon Open Door Society

A4 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Starlight Room, lower level, **Sheraton Cavalier Saskatoon Hotel**, 612 Spadina Crescent E, Saskatoon, SK S7K 3G9 (*Follow the signs*)

IMPRESS: Building Evaluation Capacity and Data-Driven Programming in Canada's Settlement Sector

Tired of struggling to know what questions to ask—or how to make sense of the answers—to improve your services and client experience? You're not alone. That's why the YMCA is launching IMPRESS—an IRCC-funded, three-year initiative designed to help the sector lead

with evidence. Join this interactive workshop for early access to our multilingual client feedback question banks for settlement services, equity-centered evaluation approaches, and a sneak peek at the upcoming IMPRESS platform—what it does, how it works, and when it's coming. We'll also share our national training rollout for 800 staff. Come ready to shape what matters.

- **Dr. Farah Khattab**, YMCA of the National Capital Region
- **Dr. Noha Zaherm**, YMCA of the National Capital Region
- **Dr. Andrew Dawson**, YMCA of the National Capital Region
- **Daniela Ciliberti**, YMCA of the National Capital Region

A5 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Rubens Room, 3Rd Floor

Note the two separate 37 minute presentations in this 75 minute time block session

Aspire for Employment Equity (for canadian muslim & racialized women)

The Canadian Council of Muslim Women (CCMW) conducted a national employment study in 2024 titled, "Still Overqualified & Underemployed? Canadian Muslim Women's Experiences on Barriers and Facilitators," authored by Dr. Sarah Shah.

The study found that Canadian Muslim women are significantly under- and unemployed compared to the general Canadian population, and are less likely to hold senior or middle management positions. CCMW would like to present the ASPIRE study findings and systemic employment barriers experienced by Muslim Canadian women with summit attendees.

- **Firdaus Ali**, Projects Manager, Canadian Council of Muslim Women (CCMW)

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A Tapestry of Care: Towards Better Access for Cultural Community Groups

Newcomers face the risk of adverse settlement outcomes if mental health issues are not addressed. Yet there's a significant underutilization of mental health resources. With a unique community-centric approach, the Tapestry Project, a collaboration between two settlement organizations and ethnocultural communities, creates trust and belonging by weaving together community outreach, awareness-raising, capacity-building and systems navigation to increase access to mental health supports for diverse communities in Calgary. Learnings of an ongoing

developmental evaluation will be shared, offering ideas for a more diverse system of mental health care to better suit diverse community needs.

- **Marion Christensen**, Calgary Catholic Immigration Society (CCIS)
- **Nkeiruka Azozie**, Calgary Catholic Immigration Society (CCIS)

A6 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Naples Room, Convention Level

March Towards Inclusivity: From Rural Roots to a National Tool for Belonging A journey from local storytelling to cross-sector impact in schools, workplaces, and communities

This presentation involves a series of interactive, discussion-based activities designed to promote inclusivity, self-awareness, and bias recognition. Through role-playing, movement-based activities, and guided conversations, participants of all ages are invited to reflect on their lived experiences and explore how bias, stereotypes, and systems of inequality show up in everyday life. The goal is to help people recognize their own biases, learn how to challenge them, and build more inclusive and welcoming environments—whether in schools, workplaces, or the community.

- **Janine Hart**, Prairie Gateway Settlement Services
- **Jaylord Tanora**, Prairie Gateway Settlement Services
- **Khushboo Mehta**, Prairie Gateway Settlement Services
- **Eilish McAnally**, Prairie Gateway Settlement Services

A7 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Florence Room, Convention Level

Asian-Indigenous Relations in Settler-Colonial Canada Building Bridges Across Citizenship and Treaties

This workshop responds to the question “What does the threat to unity imply for fostering diverse identities and Reconciliation with Indigenous Peoples?” Specifically, it explores the complex relationships between Indigenous Peoples and Asian Canadian settlers across Turtle Island. It will be hosted by members of the Asian-Indigenous Relations Collective, comprised of scholars and community members theorizing and working through Asian settler colonialism in the Canadian context. We will explore how we can (re)-imagine relationships between Asian Canadian settlers and Indigenous lands and life, how this relationship operates within, yet

challenges the project of “reconciliation,” and how it can build a new narrative of “Canadian” identity.

- **Rebecca Wong**, *Building Bridges Across Citizenship and Treaties*, University of Victoria, Member of Asian-Indigenous Relations Collective,
- **Enhke-Tuyaa Montgomery**, *Colonial Hauntings, Indigenous Spirits: Weaving Asian-Indigenous Relations in Harm Reduction Work in the Downtown East Side*, McGill University, Member of ASian-Indigenous Relations Collective
- **Yi Chien Jade Ho**, *Grounded Solidarity: Building Indigenous Asian Relationship in Vancouver’s Downtown Eastside and Chinatown*, University of Victoria, Member of Asian-Indigenous Relations Collective
- **Ty Bryant**, *Asian-Indigenous Relations in Settler-Colonial Canada*, Simon Fraser University, Executive Director of Asian-Indigenous Relations Collective

A8 | Workshop - Panel Presentation / Atelier - Présentation d’un panel

Canadian Room lower level, **Sheraton Cavalier Saskatoon Hotel**, 612 Spadina Crescent E, Saskatoon, SK S7K 3G9 (*Follow the signs*)

Note three separate presentations in this session time block

Addressing Barriers to Employment and Education for African/Black Immigrants and Refugees

This panel discussion, organized by the Centre for Black Development Options (CBDOC) and its think tank, Blank Thinktank for Development Alternatives, will delve into the systemic barriers that African/Black immigrants and refugees face in accessing employment and education in Canada. Despite often arriving as internationally educated professionals with valuable skills and experience, many encounter significant challenges in integrating into the Canadian labor market and educational systems. These challenges not only hinder their individual success but also represent a substantial loss of human capital for Canada. This session aligns with the Metropolis Identities Summit theme of “Reaffirming Canada: Confronting Challenges to Unity, Diversi...

- **Tonny Muzira**, Centre For Black Development Options Canada-CBDOC

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Taking Racism Seriously: The Experiences of Racialized Personal Support Workers

This study addresses a gap in the experiences of immigrant healthcare staff through qualitative interviews with 51 racialized Personal Support Workers (PSWs) employed in diverse healthcare sectors in Ontario. Thematic data analysis of the interviews revealed that participants experienced discrimination and exclusion from employers, clients, and colleagues. These experiences negatively affected their physical and mental health. Racial diversity is increasingly encouraged to improve workplace productivity and profitability. Employers must take targeted measures to build a culture that focuses on equity and inclusion to reap the benefits of a racially diverse workforce and prevent negative outcomes for patients and healthcare employees.

- **Dr. Bharati Sethi**, Trent University
- **Dr. Allison Williams**, McMaster University

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Exploring the intersection of faith and identity

Exploring the intersection of faith and identity, this presentation sheds light on how Black Canadians' faith practices inform their mental health coping strategies. Drawing from empirical qualitative research, this presentation offers insights into developing culturally responsive interventions that promote diversity and inclusivity, enhancing our understanding of complex identities and relations.

- **Sandra Dixon**, University of Lethbridge

A9 | Roundtable / Table Ronde

Giotto Room, 3Rd Floor

South Asian Cultural Competency through the Integrated Holistic Service Delivery Model

This workshop explores culturally competent care through the lens of the Integrated Holistic Service Delivery Model (IHSDM), with a focus on working with South Asian communities. Participants will learn about mental health trends, collectivist values, intergenerational

trauma, and the impact of migration. The IHSDM model emphasizes building trust, understanding family and community dynamics, and creating flexible, collaborative, and client-defined goals. The model challenges rigid systems by adapting to clients' evolving

needs and welcoming long-term engagement. This approach supports more respectful, effective care that centers identity, autonomy, and culturally informed, client-centered care.

- **Arunie Saldhi**, PCHS Calgary

- **Harman Bhatt**, PCHS Calgary

A10 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

DaVinci Room, Convention Level

Weaving the Tapestry of Community: Diversity and Inclusion through Cultural Conversations

Shaped by Indigenous presence, colonial histories, and ongoing migration, understanding complex identities and relationship is critical to building a more just and inclusive Canada. Born out of the Covid-19 pandemic, THREADS: Cultural Conversations explores how cross-cultural learning can help us navigate layered realities of race, identity, and belonging through sharing stories and lived experiences. Featuring local and international voices, THREADS fosters intercultural dialogue to overcome challenges of race relations and support stronger relationships between Indigenous, non-Indigenous, and newcomer communities. As it evolves beyond the pandemic, THREADS looks to gather insights to expand community and cross-cultural learning.

- **Doris Wang**, Saskatoon Open Door Society
- **Ahmad Majid**, Saskatoon Open Door Society
- **Judy White**, Professor Emeritus, University of Regina

A11

Cavalier Room, lower level, **Sheraton Cavalier Saskatoon Hotel**, 612 Spadina Crescent E, Saskatoon, SK S7K 3G9 (*Follow the signs*)

Session to be confirmed

12: 15 – 1:30

Lunch

Michelangelo Ballroom

1:45 pm – 3:00 pm

Block B of Concurrent Sessions

B1 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

DaVinci Room, Convention Level

Documenting Social and Economic Inequalities: Lived Experiences of Racialized Immigrant Women

This session examines the complex social and economic barriers encountered by racialized immigrant women in Canada. Contributors explore how intersections of race, ethnicity, class, gender, religion, and immigration status shape these experiences. Presentations offer critical insights into the systemic barriers faced by racialized immigrant women, while also illuminating the strategies women employ to resist marginalization. Through critical engagement with both individual and collective actions, as well as institutional structures in public and private life, this session highlights how multiple forms of inequality are produced, but also emphasizes the strength, resilience, and agency of racialized immigrant women.

- Session Chair: **Kara Somerville**, University of Saskatchewan
- **Zainab Olayinka**, *The labour market experiences of African immigrant women in Saskatoon*, University of Saskatchewan
- **Sareh Nazari**, *Workplace Experiences of Professional Canadian Muslim Women in STEM*, University of Saskatchewan
- **Iyesogie Sophia Iyiewuare**, *"In Canada, There is No Village": Transnational Motherhood and the Lived Experiences of Nigerian Immigrant Mothers*, University of Saskatchewan

B2 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Florence Room, Convention Level

Mapping Identity and Belonging: Integration Through Intersectional Identity and Spatial Lenses

This workshop examines the perspectives of both rural and urban communities on identity, belonging, and integration. Drawing on insights from ethnocultural communities, as well as clients and staff at the Calgary Catholic Immigration Society, this exploration examines how intersectional identities shape the lived experiences of belonging. Racialized immigrants are often perceived through reductive categories such as immigration status, gender, religion, or race, overlooking the complexity of their whole selves and impacting their integration. The session also considers how spatial belonging reflects dynamics of power, inclusion, and exclusion, influencing Muslim youth's institutional and spatial experiences in higher education.

- **Tannaz Zargarian**, *Spatial Belonging in Higher Education*, Fraser Valley University,
- **Jingzhou Liu**, *Rooted in the Margins: Rethinking Belonging in Alberta's Rural Communities*, Calgary Catholic Immigration Society (CCIS)
- **Sinela Jurkova**, *What Does it Mean to Belong: Exploring Integrative Space for Belonging in Your Everyday Work and Life?*, Calgary Catholic Immigration Society (CCIS)

B3 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Cavalier Room, lower level, **Sheraton Cavalier Saskatoon Hotel**, 612 Spadina Crescent E, Saskatoon, SK S7K 3G9 (*Follow the signs*)

Politicizing law, legalizing politics: The Canada-US Safe Third Country Agreement

The introduction of Bill C-2 has introduced new border security and cooperation measures into public debate. This panel will discuss the history, law, and politics of the Canada-US Safe Third Country Agreement and consider the implications of this proposed legislation for asylum policy. Presentations will discuss how the politicization of immigration shapes legal and political framings of the STCA, and how interactions between the courts and policymakers have influenced the development of Canada-US asylum policy cooperation.

- **Shauna Labman**, *When There's No Safety in Safe Third Country Agreements*, University of Winnipeg
- **Megan Gaucher**, *Border Crossings and the Language of Loopholes*, Carleton University
- **Geoffrey Cameron**, *Counter-Judicialization in Comparative Context: EU and Australian cases*, University of Guelph
- **Kiran Banerjee**, *The Canada-US Safe Third Country Agreement as Counter-Judicialization*, Dalhousie University

B4 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Naples Room, Convention Level

Breaking the Silence: Temporary Foreign Workers, Inequality, and Community Response

The Temporary Foreign Worker (TFW) Program at Saskatoon Open Door Society supports TFWs facing racialized exploitation, unsafe work conditions, and social exclusion. Through culturally responsive, trauma-informed approaches, the program offers emergency aid,

referrals, and advocacy to help workers reclaim their rights and access essential services. Drawing on frontline experience, this presentation explores how documenting abuse and systemic barriers can inform community response, strengthen partnerships, and promote inclusion. By addressing the roots of inequality in Saskatchewan's labour landscape, the program challenges discrimination and supports long-term change for TFWs.

- **Ramlah Iqbal**, Saskatoon Open Door Society (SODS)
- **Isha Kashyap**, Saskatoon Open Door Society (SODS)
- **Ashfaque Ahmed**, Saskatoon Open Door Society (SODS)

B5 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Rubens Room, 3Rd Floor

Note two separate presentations in this session time block

We are not Violent! We need Understanding: Racialized Children with Developmental Disabilities in Alberta's School System

This paper will critique the use of restraint as a method for addressing the behavioral challenges faced by racialized students with developmental disabilities in elementary and high schools in Alberta. Utilizing Disability Critical Race Theory (DisCrit), we will examine the non-violent crisis intervention training manual, integrate existing research, share our personal experiences, and highlight the risks, harms, and inequities associated with restraint practices. We will argue that these interventions are not neutral but are embedded within broader systems of racialized and ableist control. We will offer recommendations for best practices for curriculum pedagogy.

- **Hellen Gateri**, MacEwan University

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Coordinating Services for Clients in a Settlement Agency

This presentation will present the findings of a study that explored a settlement agency's care coordination process for clients accessing services. Data were collected from three focus groups with 20 frontline staff and three in-depth individual interviews with team supervisors. The study identified barriers for the coordination of client care within and outside the agency, and strategies and interventions for addressing these barriers. We also discuss the implications of the agency's policies and practices to strengthen care coordination for immigrants and refugees.

- **Fiona Edwards**, MacEwan University

B6 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Shakespeare Room, 3Rd Floor

Note two separate presentations in this session time block

Religious literacy: A practical way to engage religious, spiritual, and non-religious identities in intersectional ways among students and adults in the community and workplace

Religious literacy is a way to understand religious, spiritual, and non-religious identities. This workshop highlights various community projects (past and present) to show how religious literacy is knowledge that can be practically applied to help Canadians live, work, and engage better together. Two projects will be shared via small group conversations and an activity to help participants better understand religious literacy. Uniquely, this workshop will engage with a part of identity that Canadians rarely have the understanding, language, or skill to discuss informatively and respectfully.

- **W. Y. Alice Chan**, The Centre for Civic Religious Literacy
- **Erin Reid**, The Centre for Civic Religious Literacy

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Multilingual and culturally appropriate disaster communication: a case study of Congolese and Indian communities in Albury-Wodonga, Australia

As climate change worsens, rural and regional areas in Australia are being increasingly affected by bushfires, floods, storms, and heatwaves, and similar dynamics are affecting Canada. In Australia, the increase in frequency and severity of disasters is coinciding with an increase in international migration to regional areas. Consequently, the effective communication of disaster information in multiple languages and in accessible and culturally appropriate ways is an emerging challenge for regional communities. This paper presents a study of Congolese and Indian community members' experiences of disaster communication in the large regional town of Albury-Wodonga, Australia. Key findings include the challenge of linguistic diversity within communities and the importance of religion, culture, and context in shaping understandings of and response to disaster.

- **Catherine Orian Weiss**, Charles Sturt University, NSW, Australia

B7 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Michelangelo Ballroom, Convention Level

Settlement in Numbers – Findings from IRCC's Settlement Program Data and Research

This workshop will present findings and research from IRCC's robust settlement data collection, measurement, and analysis system. The first presentation will highlight 2024-25 facts and figures from IRCC's core settlement data sources, such as iCARE and the Newcomer Outcomes Survey. Presentation 2 will highlight results from the recently published 2025 Settlement Outcomes Report – the Program's capstone project that brings together multiple data sources to summarize the newcomer settlement experience. Finally, the last part of the workshop will share initial findings from research that has been conducted on the settlement service conditions that promote newcomer outcome achievement.

- **Meghan Foran**, *Facts & Figures from IRCC's Core Settlement Data Sources / Deeper Dive – Conditions for Successful Newcomer Integration, Settlement Policy, Immigration, Refugees and Citizenship Canada*
- **Julie Kim**, *Findings from the 2025 Settlement Outcomes Report, Settlement Policy, Immigration, Refugees and Citizenship Canada*

B8 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Giotto Room, 3rd Floor

Les racines de nos identités: Considérer les réalités autochtones dans l'enseignement CLIC / Building Bridges Through Language: Integrating Indigenous Realities into CLIC Instruction

Cette présentation bilingue illustre un prototype développé avec une organisation autochtone francophone pour que les instructeurs CLIC intègrent les enjeux et cultures autochtones dans l'enseignement aux nouveaux arrivants francophones. Le projet comprend un guide et des modules NCLC prêts à l'emploi, favorisant la décolonisation, la réconciliation et l'autochtonisation par des pratiques pédagogiques inclusives. En fournissant des outils concrets pour engager les apprenants envers les perspectives autochtones, l'initiative répond aux appels nationaux à la réconciliation et au thème de Metropolis sur l'unité, la diversité et l'identité. Elle propose un modèle reproductible pertinent pour les secteurs de l'établissement et de l'intégration.

- président de séance: **Anne Senior**, CNCLC/ CCLB
- **Joannie Gill**, *Les racines de nos identités: Considérer les réalités autochtones dans l'enseignement CLIC*, UTAPI Consultants

- **Raoul Daguilh**, *Integrating Indigenous Realities into CLIC (Cours de langue pour immigrants au Canada)*, CNCLC/ CCLB

B9 | Roundtable / Table Ronde

Canadian Room, lower level, **Sheraton Cavalier Saskatoon Hotel**, 612 Spadina Crescent E Saskatoon, SK S7K 3G9 (*Follow the signs*)

Note two separate presentations in this session time block

Innovating Settlement: A Province-Wide Multilingual Digital Support Program for All Newcomers

This presentation highlights the impact of a province-wide multilingual digital program offering apps, chatbots, webinars, and e-publications tailored to diverse learning styles and accessible to all newcomers, regardless of immigration status. By providing 24/7 access across borders and enabling real-time content updates, the program overcomes the limitations of traditional resources and ensures timely, relevant support. Its client-centered and linguistically inclusive design removes key barriers to information, fostering more equitable engagement and stronger connections with diverse communities. This approach reflects a broader commitment to inclusion, adaptability, and social cohesion in an increasingly complex settlement landscape.

- **Snezana Gabric**, COSTI
- **Rahila Mushtaq**, COSTI, Director of Social Services
- **Arshia Azam**, COSTI, General Manager, Orientation to Ontario

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Non-Official Languages Intersections and Multiple Identities

This roundtable showcases an innovative support for multilingual newcomers using strategic intake, assessments & referrals, inclusive recruitment, and culturally responsive facilitation, that addresses intersections of language, identity, age, and gender, empowering participants to navigate settlement and employment while honoring and sustaining their non-official language identities.

- **Suraj Khatiwada**, Action for Healthy Communities
- **Alaa Alaloul**, AHCn
- **Basem Alabd Alrahim**, AHC

B10 | Roundtable / Table Ronde

Starlight Room, lower level, **Sheraton Cavalier Saskatoon Hotel**, 612 Spadina Crescent E, Saskatoon, SK S7K 3G9 (*Follow the signs*)

Canada in Conversation: Understanding and Practicing Pluralism

In this time of polarization, people across Canada are finding it difficult to work together to respond to key social issues. In partnership with local organizations, the Global Centre for Pluralism is convening workshops to offer new skills and tools rooted in dialogue and based on our global experiences to support efforts to embrace and work together across our many differences. This session will include reflections on the findings from these events so far and engage participants in discussion on how we can use these or other lessons from their own work to design a new chapter in Canada's pluralism story.

- **Carolyn McKee**, Global Centre for Pluralism

B11 | Workshop - Panel Presentation / Atelier - Présentation d'un pane

Venice Room, *Convention Level*

Supporting Employer-Led Solutions for Attracting and Retaining Immigrant Talent in Small Centres and Rural Communities

This interactive 75-minute session will spotlight employer voices from the IEC BC Navigator Pilot, share practical tools and lessons from pilot programs and Feedback Forums, and create space for roundtable discussions where employers, policymakers, and service providers can exchange insights. The session aims to surface real-world challenges, showcase employer-driven solutions, and co-develop recommendations to strengthen immigrant retention and workforce integration in rural and small-centre contexts.

- *Presenters to be confirmed*

B12 | Roundtable / Table Ronde

Verona Room, *Convention Level*

One Country, Many Voices: Language Access, Policy, and Equity in Canada

Despite advances in standards, interpreting best practices, and policy, Canada still struggles with equitable language access. This roundtable invites dialogue on access for migrant, Indigenous, signed, and official languages. We'll explore how shared understanding of key concepts can drive coherent policy, procurement, and systemic change. A national conversation is overdue—particularly at a time when interpreters, educators, and service users

must navigate shifting systems, evolving terminology, and disruptive technologies like AI that are reshaping the landscape of access, service delivery, and accountability. While often seen as promising solutions, perceptions of AI and similar tools can inadvertently obscure the complex, human-centred.

- **Angela Sasso**, *40 Years On: Reframing Language Access Through Equity and Shared Understanding* Shifting Pictures - Critical Link

3:00 – 3:30 pm

Break / Visit the exhibitors and Posters | Pause / Visite des Kiosques des exposants et des Présentations d'affiches

In front of the Michelangelo Ballroom / Devant la salle de bal Michelangelo

3:30 pm – 4:45 pm

Block C of Concurrent Sessions

C1| Workshop - Panel Presentation / Atelier - Présentation d'un panel

DaVinci Room, Convention Level

Understanding and Applying the Canadian Index for Measuring Integration and Inclusion (CIMII Training Part 1 of 2)

This session introduces the Canadian Index for Measuring Integration and Inclusion (CIMII), a national data-driven tool that tracks immigrant parity with the Canadian-born population across economic, social, civic, and health dimensions. Participants will explore the CIMII's foundations, methodology, and indicators, including how adjusted and unadjusted data reveal different insights. Case studies on labour market outcomes, healthcare access, and Francophone integration will be shared, along with briefs on COVID-19 impacts and intersectionality. By the end of this session, participants will understand how CIMII supports evidence-based programming, advocacy, and policy development in the settlement and integration sector.

- **Paul Holley**, PhD, Research Director, Association for Canadian Studies & Metropolis Institute

C2 | Roundtable / Table Ronde

Florence Room, Convention Level

Cross-Sector Collaboration: Preventing Homelessness Among Calgary's Most Vulnerable Newcomers

With financial support from the Calgary Homeless Foundation and assistance from Boardwalk, the Centre for Newcomers' Homelessness Diversion Project has kept 96% of formerly homeless immigrants, many of whom are racialized individuals, LGBTQ+ refugees, and immigrant single mothers, out of Calgary's shelter system. The project ensures long-term stability through rent support and a wrap-around case management approach addressing housing, integration, and employment needs. This success highlights the value of cross-sector collaboration and culturally responsive services for vulnerable newcomers.

- **Nataliia Shen**, *Collaborative Solutions for Housing Vulnerable Immigrants and Refugees*, Manager, Housing Program, Centre for Newcomers
- **Anna-Maria Lok**, *Bridging Gaps: Calgary Homeless Foundation's Support for Vulnerable Newcomers*, System Planner, Calgary Homeless Foundation

C3 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Venice Room, Convention Level

Sustaining Adaptive and Culturally Responsive LGBTQI+ Refugee Programs

Canada plays a key global role in refugee protections for LGBTQI+ individuals, and over the past couple years there has been a significant increase in people seeking protection under IRB Guideline 9. This is happening alongside a rise in anti-2SLGBTQIA+ sentiment at home and abroad, as well as increasing concerns in the settlement sector around the credibility of LGBTQI+ claimants. This workshop will explore the impact of these two identified challenges on the LGBTQI+ Refugee and Newcomer programs offered by the End of the Rainbow Foundation and the Centre for Newcomers, as well as the partnership's ongoing collaboration to sustain culturally responsive, trauma-informed LGBTQI+ programs and services in response to these challenges.

- **Elliot Dewhirst**, End of the Rainbow Foundation
- **Nahid Keramati**, Centre for Newcomers

C4 | Roundtable / Table Ronde

Naples Room, Convention Level

AI Skills Training for Immigrant-owned SMEs

Artificial Intelligence (AI) is reshaping the global economy, promising significant advances in productivity, innovation, and competitiveness. Yet in Canada, despite being a global leader in AI research, talent development, and ethical frameworks, small and medium-sized enterprises (SMEs) are struggling to keep pace. Immigrants, who are considered a source to help with labour shortage in SMEs, are more likely to use AI on a daily basis, so the panel will focus on how to translate this to entrepreneurship. It will analyse the structural, financial, and human resource barriers holding SMEs back and introduces a practical, inclusive solution: a tailored AI Competency Framework designed to guide SMEs through the process of AI integration.

- Moderator: **Wendy Cukier**, Toronto Metropolitan University - Diversity Institute
- **Ebrahim Bagheri**, University of Toronto
- **Mark Patterson**, Magnet
- **Tania Saba**, Universite de Montreal
- **Katlyn Sverko**, Diversity Institute

C5 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Rubens Room, 3Rd Floor

Collaborative design for effective change: Debunking myths and fostering understanding about religious, spiritual, and non-religious identities in SK

Religious, spiritual, and non-religious identities are complex. They co-exist with other aspects of identity but are rarely discussed. In this workshop, the Saskatoon Open Door Society (SODS), the Regina Open Door Society (RODS), and the Centre for Civic Religious Literacy (CCRL) present stories of how a misunderstanding or lack of understanding about these identities can create challenges for newcomers and staff in settlement agencies. They will explain how their collaboration in a 5-year project to promote religious literacy can reduce tensions around cultural and religious diversity by building mutual understanding and promoting reconciliation in Saskatoon, Regina, and rural Saskatchewan.

- **Erin Reid**, The Centre for Civic Religious Literacy
- **Doris Wang**, SODS
- **Murshed Abdullah Al Hussain**, Regina Open Door Society

C6 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Giotto Room, 3Rd Floor

Region of Peel's Asylum Claimant Response – A Model of Leadership and Collaboration

The presentation highlights Peel's dynamic, comprehensive, and person-centered approach to effectively meeting asylum claimants' needs. The Region's initial emergency response saw local shelters operating at nearly 400% capacity and relying on ten hotels to provide temporary accommodations. Recognizing the urgency of the situation, Peel quickly shifted from an emergency response to a more sustainable, strategic approach, ensuring asylum claimants were completely separated from the local homeless system, demonstrating leadership in this area. Through extensive collaboration, Peel has established a dedicated asylum claimant shelter and has launched a Peel Regional Reception Centre Pilot in partnership with the IRCC and COSTI.

- **Lisa Marie Middleton**, Region of Peel, Manager, Asylum Claimant Response
- **Marina Biesenthal**, Region of Peel, Supervisor, Client Services, Housing Services Division
- **Vithieyah Atputharajah**, COSTI, General Manager, Hostel Services

C7 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Shakespeare Room, 3Rd Floor

Amplifying Voices: How IWEN is Transforming the Entrepreneurial Landscape for Immigrant Women in NS

The Immigrant Women Entrepreneurship Network (IWEN) at ISANS is reshaping the entrepreneurial ecosystem in Nova Scotia by empowering newcomer and refugee women through practical training, mentorship, and community engagement. With hands-on business sessions, market showcases, and inclusive networking events, IWEN addresses systemic barriers and builds confidence. Strategic partnerships and intercultural training further promote gender equality and inclusion. This presentation will highlight IWEN's holistic approach, its impact on over 45 women from 18 countries, and how targeted support fosters economic empowerment and meaningful participation in the business landscape.

- **Mantoura Nehme**, Immigrant Services Association of Nova Scotia - ISANS
- **Julekha Nusrat**, Immigrant Services Association of Nova Scotia - ISANS

C8 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Canadian Room, lower level, **Sheraton Cavalier Saskatoon Hotel**, 612 Spadina Crescent E, Saskatoon, SK S7K 3G9 (*Follow the signs*)

De l'analyse à l'impact : Renforcer notre compréhension des enjeux liés aux communautés immigrantes francophones en milieu minoritaire au pays

Cet atelier interactif offre une double perspective, en présentant d'abord les premiers constats de CAPACITÉS, une initiative nationale financée par IRCC pour renforcer les capacités d'évaluation dans le secteur de l'établissement. À partir de consultations avec des FS, nous explorons ensemble ce qui fonctionne, ce qui manque et ce qui est possible. Dans un second temps, le RDÉE Canada proposera un panel de discussion en présentant les premiers résultats d'un projet de recherche portant sur les pénuries de main d'oeuvre dans le domaine de la santé en contexte minoritaire, suivi d'une discussion enrichissante. Deux présentations d'initiatives à ne pas manquer.

- **Jean-François Parent et Valérie Chabot**, Comprendre les intersections entre les pénuries de main-d'œuvre dans le domaine de la santé dans les communautés francophones et acadienne en contexte minoritaire et la population immigrante, RDÉE Canada
- **Kim Lehrer**, le projet CAPACITÉS : une initiative innovante pour renforcer votre capacité organisationnelle en évaluation, La Société de recherche sociale appliquée (SRSA)
- **Julie Rodier**, *Collaborer pour améliorer la mesure des résultats au sein de votre organisation*, La Société de recherche sociale appliquée (SRSA)

C9 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Cavalier Room, lower level, **Sheraton Cavalier Saskatoon Hotel**, 612 Spadina Crescent E, Saskatoon, SK S7K 3G9 (*Follow the signs*)

Pre-Arrival to New Beginnings: Immigrant Stories from Cities to Small Towns

This session explores newcomer journeys by inviting perspectives from pre-arrival advisors in Saskatchewan and Ontario. Through client stories and data insights, we discuss how to tailor pre-arrival service delivery to diverse newcomer needs across regions, and highlight learnings, impacts, and innovative practices that improve outcomes, inclusion, and retention.

- **Ziying Li**, Saskatoon Open Door Society
- **Mark Batt**, AEIP-S.U.C.C.E.S.S.
- **Rena Dupuis**, COSTI Immigrant Services

C10 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Starlight Room, lower level, **Sheraton Cavalier Saskatoon Hotel**, 612 Spadina Crescent
ESaskatoon, SK S7K 3G9 (Follow the signs)

The Evolution of Canadian Identities: 2019 – 2025

The Environics Institute for Survey Research will host a workshop focusing on Canadian identities, based on the Confederation of Tomorrow survey research program that has been conducting annual national surveys on an annual basis since 2019. The workshop will explore the relationships between different types of identity (with Canada, with one's region, province or territory, and for Indigenous Peoples with their nation and community), focusing on the 2025 results and how identities have evolved over time. It will examine the extent to which different identities overlap or compete, and whether they are shifting in reaction to recent political developments in Canada and the U.S.

The Confederation of Tomorrow surveys give voice to Canadians about the major issues shaping the future of the federation and their political communities. They are conducted annually by an association of the country's leading public policy and socioeconomic research organizations: the Environics Institute for Survey Research, the Centre of Excellence on the Canadian Federation, the Canada West Foundation, the Centre D'Analyse Politique – Constitution et Fédéralisme, the Brian Mulroney Institute of Government, and the First Nations Financial Management Board.

Each national survey is conducted online or by telephone with a large representative sample of Canadians ages 18 plus (n=6,000) that provide robust representation from all provinces and territories, as well as First Nations and Métis populations. The 2025 survey is currently in the field.

The panel will feature Andrew Parkin (Executive Director, Environics Institute), Loleen Berdahl (Professor of Political Studies at the University of Saskatchewan and Executive Director of the Johnson Shoyama Graduate School of Public Policy); Arjun Tremblay (Associate Professor, Department of Politics and International Studies, University of Regina); and others (TBC).

- **Andrew Parkin**, Environics Institute for Survey Research
- **Loleen Berdahl**, Professor of Political Studies at the University of Saskatchewan and Executive Director of the Johnson Shoyama Graduate School of Public Policy
- **Arjun Tremblay**, Associate Professor, Department of Politics and International Studies, University of Regina

C11 | Roundtable / Table Ronde

Michelangelo Ballroom, Convention Level

From Crisis to Contribution: A Journey of a Refugee with Resilience and Renewal

This client-led roundtable shares the real journey of a refugee family—from crisis to resettlement in Saskatoon. With support from the Saskatoon Open Door Society's Resettlement Assistance Program, they found safety, belonging, and purpose. Their story highlights how trauma-informed, culturally responsive services foster successful integration. The session will invite dialogue around resilience, dignity, and newcomer contribution, creating space to reflect and exchange best practices in refugee resettlement work.

JIAS Toronto will share their experience, lessons learned, and best practices when working with Saskatoon Open Door Society (SODS) to sponsor 205 Afghan schoolgirls in need of urgent resettlement. Participants will learn about the critical role of partnerships in refugee initiatives and the need for a coordinated approach in the provision of services and supports for vulnerable families in compliance with our SAH contract. This discussion will also touch on the issue of affordability and the need to encourage immigration to smaller communities while ensuring the level of settlement support remains consistent.

- **Zainab Al-Musawi**, Saskatoon Open Door Society
- **Ashfaque Ahmed**, Saskatoon Open Door Society
- **Lia Kisel**, JIAS Toronto

5:00 pm to 7:30 pm

Conference Reception and visit to the Ukrainian Museum of Canada

910 Spadina Crescent E, Saskatoon, SK S7K 3H5 (A 10 minute walk from the delta hotel)

Cost: \$25 per person – [Registration via the conference website required](#) (note space is limited)

Guest speakers & programming to be posted shortly.

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Réception de la conférence et visite du Musée ukrainien du Canada

910 Spadina Crescent E, Saskatoon, SK S7K 3H5 (à 10 minutes à pied de l'hôtel Delta)

Coût : 25 \$ par personne – [Inscription obligatoire sur le site web de la conférence](#) (attention, les places sont limitées)

Les conférenciers invités et le programme seront publiés prochainement.

5:30 pm

Le Conseil économique et coopératif de la Saskatchewan (CÉCS) et la Société de développement économique de la Colombie-Britannique (SDECB) vous invitent à :

**Une visite de la distillerie Black Fox Farm <https://www.blackfoxfarmanddistillery.com>,
visite du site, séance de méditation et dîner**

le 29 octobre 2025, à 17 h 30 (transport assuré)

Les places sont limitées. Pour vous inscrire et obtenir de plus amples informations, veuillez contacter Habibatou Konate à l'adresse Habibatou.Konate@cecs-sk.ca.

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The Conseil économique et coopératif de la Saskatchewan (CÉCS) and the Société de développement économique de la Colombie-Britannique (SDECB) invite you to:

***A Visit to the Black Fox Farm Distillery <https://www.blackfoxfarmanddistillery.com>,
tour of the site, meditation session and Dinner***

October 29, 2025, 5:30 pm (transportation provided)

Space is limited - *To register and for additional information please contact Habibatou Konate at Habibatou.Konate@cecs-sk.ca*

THURSDAY, OCTOBER 30TH/ JEUDI 30ÈME OCTOBRE

As off 8:00 AM

Registration, Exhibitors & Posters / Inscriptions, Visite des Kiosques des exposants et des Présentations d'affiches

In front of the Michelangelo Ballroom / Devant la salle de bal Michelangelo

9:00 – 9:15

Opening remarks / Remarques Préliminaires

Michelangelo Ballroom

- **Christa Ross**, Assistant Deputy Minister, Ministry of Immigration and Career Training, Government of Saskatchewan / Christa Ross, sous-ministre adjointe, ministère de l'immigration et de la formation professionnelle, gouvernement de la Saskatchewan

9:15 – 10:30 AM

Plenary session 2

Michelangelo Ballroom

Changing Directions on Immigration: Are we on the Right Track?

It has been one year since the Government of Canada announced a 25% reduction in permanent immigration targets, citing alignment with economic needs. These cuts were unevenly distributed, affecting regions and immigrant categories in different ways. At the same time, significant changes have been introduced to the admission of temporary foreign workers and international students. This session will examine the implications of these shifts for population growth, labour markets, and national identity. Panelists will also explore the role that immigrant service providers should play in shaping Canada's evolving immigration landscape.

- Session Chair: **Corinne Prince**, Special Advisor, The Metropolis Institute
- **Dr. Lori Wilkinson**, Professor of Sociology, University of Manitoba
- **Dr. Irene Bloemraad**, Professor & Co-Director of the Centre for Migration Studies, University of British Columbia
- **Dr. Kara Somerville**, Professor of Sociology, University Saskatchewan / Associate Member in the Johnson-Shoyama Graduate School of Public Policy
- **Ali Abukar**, Chief Executive Officer, Saskatoon Open Door Society

2ème Séance plénière

Changement de cap en matière d'immigration : Sommes-nous sur la bonne voie ?

Il y a un an, le gouvernement du Canada annonçait une réduction de 25 % des seuils d'immigration permanente, citant la nécessité de s'aligner sur les besoins économiques. Ces réductions ont été appliquées de manière inégale, affectant de manière différentes les régions et les catégories d'immigrants. En même temps, des changements importants ont été apportés à l'admission des travailleurs étrangers temporaires et des étudiants étrangers. Cette session examinera les implications de ces changements sur la croissance démographique, les marchés du travail et l'identité nationale. Les panélistes se pencheront également sur le rôle que devraient jouer les prestataires de services aux immigrants pour façonner le paysage évolutif de l'immigration au Canada.

- Présidente de séance : **Corinne Prince**, Conseillère spéciale à l'Institut Metropolis
- **Dr. Lori Wilkinson**, Professeure de sociologie à l'université du Manitoba
- **Dr. Irene Bloemraad**, Professeure et co directrice du Centre for Migration Studies, Université de la Colombie-Britannique
- **Dr. Kara Somerville**, Professeure de sociologie, Université de la Saskatchewan / membre associée de l'École de politique publique Johnson Shoyama
- **Ali Abukar**, Président et directeur général, du Saskatoon Open Door Society

10:30 11:00

Break / Visit the exhibitors and Posters | Pause / Visite des Kiosques des exposants et des Présentations d'affiches

In front of the Michelangelo Ballroom / Devant la salle de bal Michelangelo

11:00 – 12:15

Block D of Concurrent Sessions

D1 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

DaVinci Room, Convention Level

From Reflection to Action: Advancing Equity, Diversity, Inclusion, Indigenization & Accessibility (EDIIA)

This interactive workshop critically examines the theme Documenting Barriers to Inclusion and Reducing Inequalities by foregrounding diverse lived experiences and intercultural perspectives. Participants will engage in structured dialogues, including a World Café and case study analyses, to interrogate both individual and institutional responsibilities in the advancement of Equity, Diversity, Inclusion, Indigenization, and Accessibility (EDIIA).

Grounded in best practices from the Centre for Newcomer Integration, the session aims to equip participants with evidence-informed tools to identify systemic barriers, collaboratively develop actionable strategies, and cultivate inclusive post-secondary educational environments.

- **Scott Brownlee**, Red River College Polytech
- **Linda Manimtim**, Red River College Polytech

D2 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Florence Room, Convention Level

Building a Sense of Belonging: Documenting Refugee Resettlement Housing Challenges in Canada

Structural housing shortage and affordability crisis create additional barriers to inclusion for newcomers. In this workshop, presenters will demonstrate research findings on key barriers to integration faced by refugees in Canada, with a particular emphasis on their lived experience of accessing and searching for affordable and suitable housing during resettlement. Participants will explore the common housing challenges refugees have confronted and discuss how these issues manifest in the current housing market context. This workshop presents new approaches to enhance the resettlement experience, reduce social and economic inequalities, and foster successful integration among refugees.

- **Rosty Othman**, University of Manitoba
- **Abdul-Bari Abdul-Karim**, University of Manitoba
- **Chenyu Liu**, University of Manitoba
- **Romulo Schembida**, University of Manitoba
- **Kezia Wong**, University of Manitoba
- **Katy Salimi**, University of Manitoba

D3 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Michelangelo Ballroom, Convention Level

Breaking Barriers: Regional Approaches to Foreign Credential Recognition for Workforce Inclusion

This panel explores practical supports that help newcomers get their credentials recognized in Canada. Speakers from Alberta and Atlantic Canada will share real-life examples, highlight challenges in remote areas, and discuss pre-arrival and community programs, including

government incentives and support services aimed at attracting internationally trained healthcare professionals to Atlantic Canada.

- ***Pathways to Professional Integration: Supporting Newcomers Through Pre-Arrival and FCR Navigation.***

This presentation shares frontline strategies from the SOPA program, showcasing how early, FCR-focused guidance helps newcomers understand credentialing requirements before arriving in Canada. It will also include a lived-experience component, highlighting how SOPA's support directly contributed to licensure and employment success in Canada.

- ***Accessible Pathways: Government Incentives and Licensing Supports for Healthcare Professionals in Atlantic Canada***

Exploring challenges in remote Atlantic communities and discover programs, incentives, and licensing supports for internationally trained regulated professionals. Learn how pre-arrival resources and community initiatives help newcomers integrate, address workforce gaps, and build sustainable healthcare in the region.

- **Rajmonda Deliallisi**, Foreign Credential Recognition Navigator, Calgary Catholic Immigration Society (CCIS), Settlement Online Pre-Arrival (SOPA) Program.
- **Shivam Oheri**, Foreign Credential Recognition Navigator, Immigrant Services Association of Nova Scotia (ISANS), Settlement Online Pre-Arrival (SOPA) Program.

D4 | Roundtable / Table Ronde

Venice Room, Convention Level

Immigrant Entrepreneurship Focusing on Trades

Immigrants make up 20.1% of entrepreneurs, but create 25.0% of Canada's net job creation. Supporting immigrant entrepreneurs in Canada is critical to our economic development, innovation and sustainability. This panel will focus on how to harness the potential of immigrant entrepreneurs with a specific focus on the skilled-trades and develop evidence-based strategies to address the barriers and enable success, and the improvements made and the areas that could be improved, both in the private and public sector.

- **Wendy Cukier**, Toronto Metropolitan University - Diversity Institute
- **Suzanne Gagnon**, University of Manitoba
- **Ejobola Adetokunbo-Taiwo**, de Sedulous Women Leaders
- **Tony Fang**, Memorial University

D5 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Naples Room, Convention Level

From Welcome to Belonging: Policy, Practice, and Perception Shifts

This panel will explore how a broader and more inclusive vision of Canada can be presented to newcomers despite internal social, geographic, and jurisdictional barriers. Drawing on ACCES Employment's Connecting Canada project, research on welcoming communities, and national efforts to strengthen cohesion, panelists will discuss strategies to help immigrants envision and experience a more representative view of Canada. Panelists will explore policy, practice, and perception shifts needed to support immigrant belonging, national unity, and collective identity in a time of transformation.

- **Julie Rodier**, *Understanding newcomer attraction capacity in communities across Canada*, Social Research and Demonstration Corporation
- **Cameron Moser**, *Insights from Connecting Canada*, ACCES Employment
- **George Carothers**, *Unlocking Canada for Newcomers*, Institute for Canadian Citizenship

D6 | Roundtable / Table Ronde

Rubens Room, 3Rd Floor

Changing Narratives: How Can Canada benefit from keeping immigration at the center of our national identity?

Canada has built a reputation as a leader for its refugee resettlement and progressive immigration stance. Recently, economic, social, and geo-political forces are shaping a new dialogue that counters Canada's welcoming reputation. This workshop will explore changing attitudes, recent initiatives, and will discuss how a common path forward might unite us in a renewed identity.

- **Shamira Madhany**, WES
- **Jonathan Oldman**, ISS of BC
- **Ali Abukar**, Saskatoon Open Door Society

D7 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Shakespeare Room, 3Rd Floor

Note two separate presentations in this session time block

Hands-On Training with the Canadian Index for Measuring Integration and Inclusion (CIMII Training Part 2 of 2)

Building on the concepts introduced in Part 1, this session focuses on guided demonstrations and hands-on practice with the CIMII online tool (integrationindex.ca). Participants will learn how to navigate provincial and city-level rankings, apply controls and filters, compare adjusted and unadjusted outcomes, and explore trends over time. Through small group exercises, participants will generate and share insights relevant to their regions and organizations. The session concludes with a look at CIMII's future directions, including new indicators and policy tools, and with a reflection on how participants can use CIMII in their daily work.

- **Paul Holley**, PhD, Research Director, Association for Canadian Studies & Metropolis Institute

D8 | Roundtable / Table Ronde

Giotto Room, 3rd Floor

From Arrival to Empowerment: Rewriting the Integration Narrative

This session explores two innovative programs—the Integration Success Program for International Students and the Economic Empowerment Program for immigrant women—designed to break down barriers to service and promote meaningful integration. Through real-world insights and community-driven approaches, we'll examine how tailored support systems can reduce inequalities and foster a stronger sense of belonging. Join us as we share lessons learned, challenges faced, and the transformative impact of empowering newcomers on their journeys from arrival to full participation.

- **Doyin Somorin**, Ignite
- **Chiamaka Uloeme**, Ignite

D9 | Roundtable / Table Ronde

Cavalier Room, lower level, **Sheraton Cavalier Saskatoon Hotel**, 612 Spadina Crescent E, Saskatoon, SK S7K 3G9 (*Follow the signs*)

Newcomer entrepreneurship and integration

This collection of presentations explores the intersection of immigrant integration, entrepreneurship, and inclusive economic development in Brandon, Manitoba. The interlinked research findings identify persistent challenges, including underemployment, barriers to credential recognition, service gaps, bias, discrimination, and a lack of flexible employment opportunities, and call for innovative initiatives. The research also reveals a disconnect between the available services and the actual needs of newcomers, highlighting the need for more coordinated, inclusive, and culturally responsive strategies, as well as improved access to localized data. These presentations will share key recommendations and a model to enhance newcomer integration.

- **Shirlyn Kunaratnam**, Rural Development Institute
- **Richard Adu**, Community Futures Westman

D10 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Canadian Room, lower level, **Sheraton Cavalier Saskatoon Hotel**, 612 Spadina Crescent E, Saskatoon, SK S7K 3G9 (*Follow the signs*)

Note two separate presentations in this session time block

The Vancouver Local Immigration Partnership Gender Network Model

VLIP Gender Network initiative integrates Gender-Based Analysis Plus into the work of the Vancouver Local Immigration Partnership to foster meaningful newcomer integration and create lasting impact. What began as a pioneering effort has grown into a dynamic network committed to raising awareness, sharing knowledge, exploring collaborative solutions, and centering intersectionality.

- **Koyali Burman**, Vancouver Local Immigration Partnership

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Settlement Language Training and Social Capital: The Role of LINC in Social Capital Development among Newcomers

This study explores how the Language Instruction for Newcomers to Canada (LINC) program impacts social capital development among newcomers in Canada. Using survey data from participants, it examines networks, community involvement, and access to network resources. Findings suggest LINC enhances newcomers' networks, intercultural communication, and community involvement. Blended learning formats yielded higher social capital development compared to online formats. Disaggregated data revealed differences by sociodemographic characteristics. The study underscores LINC's role in supporting integration beyond language

acquisition, offering insights for improving online engagement and inclusive programming to strengthen social capital among newcomers.

- **Mesay Tegegne**, NorQuest College

D11 | Workshop - Panel Presentation / Atelier - Présentation d'un pane

Venice Room, Convention Level

Exploring the Dimensions of Canadian Identity and its Relationship with Prejudice, Multiculturalism, and Canadian Norms and Values'

We describe the results of an on-line study based on a representative, quota sample of 1083 Canadians of whom 40% (an intentional oversampling) were Canadians who immigrated to Canada as teenagers or adults. This study is registered on the Open Science Framework. Building upon the results of several previous studies, we used confirmatory factor analysis to identify six dimensions which capture the core components of Canadian identity. These dimensions, which form reliable subscales of a new Canadian Identity Scale (CIS), are belonging, cultural diversity, civic freedoms, Canadian norms, tolerance, and citizenship. The relationships between these subscales and various measures are presented with a particular focus on established measures of modern prejudice against immigrants, multiculturalism, and Canadian values. For example, we showed that the more the respondents felt proud that their country is culturally diverse, the more they endorsed multiculturalism ($r = .64$) and opposed prejudice against immigrants ($r = -.52$). Further, the more the respondents identified with Canada as a country that protects civic freedoms and the more they endorsed norms which emphasize that Canadians should be respectful, considerate, polite, and hard working, the more they valued Canada as a secure and stable country capable of protecting itself from outside threats ($r = .29$ & $.36$ respectively). We conclude with comments on the reliability and validity of the CIS and its usefulness as a psychological bridge which links together Canadians from very different cultural backgrounds and experiences and which fosters social cohesion nationally.

- **Dr. Daniel W. Robertson**, Canadian Hub for Applied and Social Research (CHASR), University of Saskatchewan
- **Professor Peter R. Grant**, Department of Psychology and Health Studies, University of Saskatchewan

12: 15 – 1:30 | Lunch

Michelangelo Ballroom

1:45 pm – 3:00 pm

Block E of Concurrent Sessions

E1 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

DaVinci Room, Convention Level

Trump and Immigration: Discourse and Implications in the North American Space

This paper investigates significant immigration policy actions, discourse, and public narratives articulated during the first six months of US President Donald Trump's second term (January to July 2025). Drawing on a multi-source dataset, including executive orders and posts on Truth Social by President Trump, national media coverage, and discourse from congressional members, we conduct a discourse analysis to examine how immigration policy was framed, justified, and communicated. This study adds to the understanding of executive power, immigration discourse, and regional identity construction in North America by demonstrating how legal instruments, populist rhetoric, and institutional narratives intersect to shape immigration governance.

- **Huong Le**, University of Alberta
- **Abdullah Alzubaidi**, University of Alberta

E2 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Florence Room, Convention Level

Note two separate presentations in this session time block

Building an Inclusive AI Workforce: Community-Led Upskilling for Canada's Future Economy

As AI reshapes Canada's workforce, equitable access to digital skills is essential. Supported by Google's AI Opportunity Fund, Skills for Change has launched an inclusive AI upskilling initiative for newcomers, women, and racialized communities. By embedding AI literacy into

existing employment programs, we equip job seekers with practical, workplace-relevant skills. This session explores our community-based model, employer-informed curriculum, and research-driven approach—offering insights on how nonprofits can lead inclusive workforce innovation and help shape Canada's future AI economy through equity-focused, scalable programming.

- **Mallory Hillkewich**, Skills for Change
- **David Vaz**, Skills for Change

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A Qualitative Look at Serious Legal Problems Faced by Chinese Canadians in Greater Victoria and Vancouver, BC

Chinese immigrants shared their experience with navigating serious legal problems in BC in a study centering lived experience. Cultural proximity, language access, trust, and the need for human connection were top needs. For legal information, participants relied on online and family or friends while also not having confidence in online, digital, and automated processes or workplace and provincial reporting systems. We recommend offline, in-person legal advice with cultural proximity because it creates better understanding, increases agency, and lessens isolation and the social and emotional hurt Chinese immigrants experience because of facing legal problems.

- **Florentien Verhage**, Inter-Cultural Association of Greater Victoria

E3 | Workshop - Panel Presentation / Atelier - Présentation d'un panel and/et Roundtable / Table Ronde

Rubens Room, Convention Level

Les apprentissages identitaires francophones des CFA

Les Communautés francophones accueillantes (CFA) nous offrent une occasion privilégiée de découvrir la diversité croissante des identités francophones et acadiennes. La complexité grandissante de ces identités exige une attention plus intentionnelle de la part des communautés, afin de mieux comprendre les nuances culturelles et identitaires qui traversent la francophonie dans un contexte d'immigration bienveillante. Cependant, plusieurs niveaux de perceptions viennent parfois freiner l'authenticité de l'accueil et de l'intégration. En effet, la discordance entre les représentations du Canada, qu'elles soient véhiculées à l'international, dans certaines provinces ou à travers d'autres canaux, alimente des attentes de bilinguisme idéalisé et renforce une perception réductrice d'un «Canada anglais/Québec francophone».

Dans ce cadre, l'atelier comprendra une présentation de l'Observatoire en immigration francophone au Canada (OIFC), qui viendra enrichir la réflexion par des données et analyses sur l'évolution des identités et des dynamiques d'accueil.

- **Inouk Touzin**, FCFA
- **Kimberly Jean Pharuns**, OIFC, Observatoire en immigration francophone au Canada

E4 | Roundtable / Table Ronde

Naples Room, Convention Level

Understanding and Managing the Backlash to EDI

From companies slashing equity, diversity and inclusion (EDI) programs to the president of the world's largest economy eliminating all EDI programs and roles at federal departments, EDI has never been more under threat in Canada. Through practical insights, this session will help leaders communicate the value of EDI, showing how it drives innovation, business success, and a stronger workplace culture. Participants will learn how to reframe EDI as a unifying effort that benefits everyone, to create understanding and reduce opposition. The discussion will highlight several strategies, such as leveraging data, building allyship, and promoting positive engagement across teams.

- **Wendy Cukier**, Toronto Metropolitan University - Diversity Institute
- **Eddy Ng**, Queen's University
- **Rupa Banerjee**, Toronto Metropolitan University
- **Tamara Thermitus**, Quebec Human Rights Commission

E5 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Giotto Room, 3Rd Floor

Welcoming displaced Ukrainians in Canada - Interdisciplinary findings

Canada has welcomed more than 300,000 displaced Ukrainians since Russia's invasion of Ukraine in February 2022. Our workshop will present findings from our interdisciplinary research project investigating the admission and settlement of displaced Ukrainians in Canada, with a local focus on modalities and implications for Canada's refugee policy of the temporary admission status of the displaced; a political geography approach to the settlement of the displaced in the mid-sized cities of Winnipeg and Quebec City ; and an anthropological

approach to the settlement experience of displaced Ukrainians in two distinct provinces and diasporic contexts.

- **Shauna Labman**, *Legal Rights or Runarounds? The Limbo of Temporary Status*, University of Winnipeg
- **Agnès Blais**, *From Ukraine to Quebec city -Trajectories of exile*, Université Laval
- **Natella Malazoniia**, *Interdisciplinarity and Positionality in researching Canada's welcome to displaced Ukrainians*, University of Winnipeg
- **Adèle Garnier**, *A political geography perspective on Canada's welcome to the displaced in two Canadian mid-sized cities*, Université Laval

E6 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Shakespeare Room, 3Rd Floor

Embracing Differences Has The Power To Unite Citizens

To reaffirm Canada became urgent when our identity as Citizens of Canada was confronted and prodded. It begged the question: How can two neighbours who have a trusted relationship make one feel threatened despite having shared values and beliefs? If under attack, can diversity truly transform into strength and lead us to unite? If 13 diverse economies of our provinces and territories can build one Canadian economy to secure our sovereignty and protect our values, can this be applied in our homes, workplaces and communities? In a pluralistic society, documenting barriers to inclusion is continuous work undertaken by citizens which eventually informs forward looking inclusion policies strengthening the merit of responsible citizenship.

- **Jenny Gulamani-Abdulla**, *Barriers To Inclusion - Immigrants and Indigenous Perspectives*, Canadian Federation For Citizenship
- **Ghalib Abdulla**, *Barriers To Inclusion - Citizens' Perspectives*, Canadian Federation For Citizenship
- **Caval Olson-LePage**, *Barriers To Inclusion - Women's Perspectives*, Innovation Wealth

E7 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Cavalier Room, lower level, *Sheraton Cavalier Saskatoon Hotel*, 612 Spadina Crescent E, Saskatoon, SK S7K 3G9 (Follow the signs)

Note two separate presentations in this session time block

Invisible and At Risk: Confronting Barriers Faced by Women International Students

Canada depends on international students to drive its economy, yet many women international students face gender-based discrimination and exploitation, especially in workplaces and community settings. This session draws on Laadliyan's research and case studies to share the lived experiences of these women as they navigate legal rights, housing, employment, and access to culturally safe supports. Through storytelling, research, and analysis, we will highlight how intersecting identities shape exclusion and vulnerability. The session will explore community-based strategies and best practices to reduce harm, build legal literacy, and promote systemic change toward safer, more equitable conditions in Canada.

- **Sumeet Shergill**, Laadliyan, Celebrating & Empowering Daughters
- **Prabhjot Kaur**, Laadliyan, Celebrating & Empowering Daughters

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The promise and the reality of economic well-being of immigrants: Through the lens of economic justice

Despite policy efforts at the provincial and federal governments, immigrants still face significant barriers to achieving economic well-being. Using a mixed-methods approach, we analyze federal and provincial policy documents and conduct qualitative interviews to document immigrants' unequal economic outcomes in employment, income, and economic well-being. We also recommend strategies to address these challenges and barriers to advance economic justice.

- **Mohammad Nuruzzaman Khan**, University of Manitoba

E8 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Starlight Room, lower level, **Sheraton Cavalier Saskatoon Hotel**, 612 Spadina Crescent E, Saskatoon, SK S7K 3G9 (Follow the signs)

Navigating New Beginnings: A comprehensive Case Management for refugees with added supports of Crisis Support Services and One Year Window Program

Intimate Partner Violence in Newcomer Families

This presentation session looks at intimate partner violence (IPV) among newcomer and refugee families living in Saskatoon, Canada. It looks at the social, economic, and legal problems that make the settlement and integration hard, greatly affecting children's growth and well-being. The presentation will look at the complexity of this subject, the interventions, gaps

with barriers in the system and way forward to make the initiative more resilient to support vulnerable newcomer clients and families.

- **Lyudmyla Pastushenko**, Saskatoon Open Door Society
- **Michael Calix**, Saskatoon Open Door Society
- **Stephano Mugeta**, Saskatoon Open Door Society
- **Fatima Mohamed**, Saskatoon Open Door Society
- **Florence Macasaet**, Saskatoon Open Door Society

E9 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Venice Room, Convention Level

Priceless Lesson: How Ukraine Crisis Response Changed Our Systemic Approach to Collaboration

This workshop features three organizations pivotal to the Canadian Ukraine Crisis Response, which saw the unprecedented arrival of 300 000 displaced Ukrainians. It will share insights on how their experience transformed collaborative approaches across the settlement sector and beyond. The workshop highlights the emergence of new actors, while rethinking roles and relationships. Panelists and participants will discuss valuable lessons that have profoundly influenced organizational operations and share their insights on partnerships with federal and local governments, international organizations and more.

- **Olesia Shablia**, JIAS Toronto, *Evolving through crisis: Operational shifts and the new era of partnership.*
- **Eugen Duvalko**, CUIAS, *Making new best friends - to move mountains (of donated goods and other supports) for the benefit of CUAET arrivals. The experience of one settlement agency during the Ukraine Crisis Response.*
- **Danylo Puderak**, UCC Saskatchewan, *Unexpected roles, unforeseen impact: How UCC Saskatchewan responded to the Ukraine Crisis.*

E10 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Michelangelo Ballroom, Convention Level

Building a supportive and inclusive university community for newcomers with lived experience of displacement - Student Refugee Program at USask

WUSC's Student Refugee Program of 160 annual student sponsorships is driven by a grassroots network of 100 Canadian colleges and universities and thousands of

post-secondary youth and community volunteers. This workshop will share good practices for supporting refugee students to integrate into higher education spaces on campus and engaging the USask community to be more welcoming and inclusive. Perspectives from former refugee students/program alumni and current USask volunteers will contribute their experiences and learning.

- **Gareth Charpentier**, World University Service of Canada (moderator)
- **Ana Carolina Maldonado**, USask, Director of Globalization (College of Nursing)
- **Gabriel Biar**, USask student, former SRP scholar
- **Lul Hassan**, USask student, former SRP scholar, Co-President WUSC UofS Local Committee

3:00 – 3:30 pm

Break / Visit the exhibitors and Posters | Pause / Visite des Kiosques des exposants et des Présentations d'affiches

In front of the Michelangelo Ballroom / Devant la salle de bal Michelangelo

3:30 pm – 4:45 pm

Block F of Concurrent Sessions

F1 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

DaVinci Room, Convention Level

Saskatchewan's Recent Efforts to Improve Immigration Outcomes and Public Confidence

Saskatchewan is working to bolster public confidence in its immigration system and improve outcomes from newcomers. The Immigration Services Act (2024), which replaced previous legislation, established a strong integrity framework. The Labour Mobility and Fair Registrations Practices Act (2022) is working to cut red tape and more efficiently recognize credentials attained in other parts of Canada or internationally. The presentation highlights key measures introduced by the province to enhance and reinforce public trust and create a safer, more accountable immigration process.

- **Tim Schwartz**, Executive Director Program Compliance Branch, Saskatchewan Ministry of Immigration and Career Training
- **Jonathan Greuel**, Executive Director Credential Recognition Services, Saskatchewan Ministry of Immigration and Career Training

F2 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Florence Room, Convention Level

Intégration socioéconomique de la diversité immigrante, relations intergénérationnelles au travail et cohésion communautaire en milieu minoritaire

En Saskatchewan et en Colombie-Britannique, comme dans les autres provinces de l'Ouest canadien, les communautés francophones sont des communautés de langue officielle en situation minoritaire jouissant de droits linguistiques garantis par la Constitution.

Cependant, ces communautés vibrantes sont confrontées aux dures réalités du vieillissement de la population, de la faible fécondité et de la baisse continue de leur poids démographique. Dans ces conditions, l'immigration francophone est indéniablement au cœur de l'avenir de ces communautés. Leur vitalité, leur rayonnement ainsi que le maintien de leur poids démographique en dépendent. C'est pourquoi les réseaux associatifs et institutionnels francophones se sont dotés de tables de concertations multisectorielles et de plans stratégiques visant à accroître les capacités d'accueil, d'intégration et de rétention des nouveaux arrivants francophones.

L'afflux de francophones d'origines diverses et majoritairement d'ascendance africaine bien qu'étant une aubaine engendre des mutations profondes au sein des communautés, ce qui n'est pas sans heurts. Par ailleurs, avec une offre de services limitée à la fois par le contexte linguistique, le faible niveau de financement et les exigences associées, dont les critères d'admissibilité, les communautés font face quotidiennement au défi quasi insurmontable de répondre aux besoins prioritaires de nouveaux arrivants aux profils variés en matière d'emploi et d'éducation/formation, ce qui peut créer des frustrations. Dans le même temps, le capital humain des communautés est de plus en plus multigénérationnel, une nouvelle réalité qui, bien qu'ayant des avantages certains, suscite parfois incompréhensions et conflits. Tout ceci est susceptible de cristalliser des foyers de tension et fragiliser la cohésion et l'avenir des communautés.

Dans ce contexte, le Conseil économique et coopératif de la Saskatchewan et la Société de développement économique de la Colombie-Britannique saisissent l'opportunité du sommet Metropolis sur les identités pour amorcer une réflexion audacieuse sur l'intégration socioéconomique de la diversité immigrante, les relations intergénérationnelles au travail et la cohésion communautaire en milieu minoritaire.

Cette réflexion intégrera les perspectives des nouveaux arrivants, les réalités des communautés d'accueil et les données issues de la littérature et de bonnes pratiques en matière d'employabilité des jeunes et des femmes, par exemple, afin d'en saisir la complexité et les enjeux d'une part, et de dégager des pistes de solution pour mieux intégrer la diversité immigrante et intergénérationnelle, et forger ensemble les assises d'un avenir commun d'autre part.

- **Judicael Moukouri**, JM Academic Plus Inc.
- **Mamadou Bah**, CECS
- **Valerie Chabot**, SDECB

F3 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Venice Room, Convention Level

Women, Climate, and the Skilled Trades Labour Crisis

Governments place heavy priority on the construction-related skilled trades for both workforce and economic development, and labour market forecasts cite extremely high job vacancy rates. In a male-dominated sector, women are thus a severely untapped labour pool. However, wait lists for training programs hamper the ability to meet labour market need and include women, and the trades have much distance to cover in reconciling their environmental impact while the need for workers invested in sustainability is becoming increasingly vital. This session will share research on the intersections between gender, race, and climate, and discuss ways that the skilled trades sector can dismantle systemic structures that present barriers to women.

- **Shawn Newman**, Skills for Change
- **Shawn Quader**, Skills for Change
- **Mallory Hilkewich**, Skills for Change

F4 | Roundtable / Table Ronde

Naples Room, Convention Level

Pathways for International Educated Health Care Professionals

In Canada, Internationally educated healthcare professionals (IEHPs) make up 13% of those with a post-secondary education in health-related fields, but these professionals are underrepresented and underutilized. IEHPs face a wide array of societal, organizational, and individual level barriers that stall international credential recognition, licensure processes,

systemic discrimination, and inadequate support for helping IEHPs adapt to a new environment. This panel will draw on previous research, as well as existing data from Statistics Canada and OECD, to deliver an overview of Canada's current state of IEHP integration.

- **Wendy Cukier**, Toronto Metropolitan University - Diversity Institute
- **Joan Atlin**, World Education Strategy
- **Shafi Bhuiyan**, University of Toronto
- **Ovie Onagbeboma**, Canadian Black Nurses Alliance
- **Betina Borova**, Diversity Institute

F5 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Cavalier Room, lower level, **Sheraton Cavalier Saskatoon Hotel**, 612 Spadina Crescent E, Saskatoon, SK S7K 3G9 (*Follow the signs*)

Confronting Systemic Barriers to Immigrant Integration

Despite being vital to Canada's growth, immigrants continue to face systemic barriers to inclusion: credential devaluation, employer bias, and language discrimination. These are not isolated issues but reflect deeper institutional practices privileging Canadian experience and dominant cultural norms. This panel brings together researchers, practitioners, and community leaders to expose these inequities and explore solutions such as disaggregated data collection, digital literacy initiatives, and work-integrated learning. Centering immigrant voices, it reimagines integration beyond economic metrics. The panel includes three 20-minute presentations, followed by Q&A, highlighting barriers and pathways to equity for diverse immigrant groups.

- **Sherman Chan**, *Qualified but Excluded: Disaggregated Insights into the Challenges of International Medical Graduates (IMGs) in Canada*, MOSAIC Vancouver
- **Kashif Raza**, *Bridging the Digital Divide: Inclusive Technologies in Immigrant Language Training and Learning in British Columbia / Enhancing Work-Integrated Learning Opportunities for Skilled Immigrants*, University of British Columbia

F6 | Roundtable / Table Ronde and Workshop - Panel Presentation / Atelier - Présentation d'un panel

Shakespeare Room, 3rd Floor

Note two separate presentations in this session time block

Supporting internationally educated health professionals in overcoming integration barriers into the Canadian healthcare system through a collaborative interprofessional communication initiative

Canadian healthcare professionals are expected to communicate in interprofessional practices, but internationally educated health professionals (IEHPs) have often not been explicitly prepared for these complex workplace communications. ACCES Employment and CARE Centre for Internationally Educated Nurses have launched a new partnership with Centre for Advancing Collaborative Healthcare & Education to provide Interprofessional Communication & Collaboration trainings in critical communication skills to pre and post arrival IEHPs. Panel members will share their collaborative experiences and how this partnership supports nurses, physicians, and pharmacists in overcoming challenges in interprofessional communication and integration barriers.

- Moderator: **Ruth Lee**, CARE Centre for Internationally Educated Nurses
- **Cameron Moser**, ACCES Employment
- **Meghan Wankel**, CARE Centre for Internationally Educated Nurses
- **Rola El Moubadder**, CARE Centre for Internationally Educated Nurse

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From Barriers to Strategies: Job Readiness Workshops for Internationally Educated Nurses

Despite having their credentials recognized, many Internationally Educated Nurses (IENs) continue to face underemployment due to systematic barriers and skills mismatch. Through the Path2Practice for IENs program, we apply adult learning principles to deliver job readiness workshops tailored to IENs' unique needs. The workshops focus on personalized career planning and effective workforce integration. This session will highlight practical examples of adaptive curriculum design and measurable outcomes that have supported IENs in securing meaningful employment. The insights shared will be valuable to educators, employers, funders and policymakers striving to close the employment gap for internationally educated nurses.

- **Irina Kalish**, Calgary Region Immigrant Employment Council
- **Kim Pena Smith**, Region Immigrant Employment Council
- **Sameer Nizamuddin**, Region Immigrant Employment Council

F7 | Roundtable / Table Ronde

Rubens Room, Convention Level

Labour Trafficking in an Era of Shifting Immigration Policy

Labour trafficking is an egregious human rights violation that does not receive as much attention as other forms of human trafficking in Canada. Labour trafficking interventions are significantly impacted by immigration policies as well as the public's attitudes towards migrants. The Canadian Centre to End Human Trafficking will facilitate a discussion on how current immigration programs, policies, and perceptions impede efforts to address labour trafficking and, in some cases, enable the exploitation of migrants, international students, and refugees. Our shared learnings, including proposed solutions to these barriers, will inform our policy/advocacy work related to labour trafficking in Canada.

- Moderator: **James McLean**, The Canadian Centre to End Human Trafficking
- **Jeneane Fast**, The Canadian Centre to End Human Trafficking

F8 | Roundtable / Table Ronde

Giotto Room, 3Rd Floor

Bridging Gaps: A 15-Year Strategy for Skills, Self-Reliance, and Success

This roundtable showcases a 15-year employment and entrepreneurship model tackling critical skills gaps among youth and adult newcomers. With a focus on practical interventions and community-based approaches, it explores strategies that have driven positive outcomes for individuals and employers. Attendees will examine persistent barriers, success factors, and policy-relevant insights that support scalable solutions. Designed for policymakers, practitioners, and researchers, this session offers actionable tools to advance labour market inclusion, reduce underemployment, foster equitable economic prosperity, strengthen communities, and boost newcomer participation in Canada's economy.

- **Abdoulaye Barry**, Action for Healthy communities Society of Alberta (AHC)

F9 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Canadian Room, lower level, **Sheraton Cavalier Saskatoon Hotel**, 612 Spadina Crescent E, Saskatoon, SK S7K 3G9 (*Follow the signs*)

Enhancing Partnerships Among Francophone and Anglophone Settlement Providers for French-Speaking Minority Newcomers in Saskatchewan

French-speaking minority newcomers in Saskatchewan face unique challenges as immigrants and linguistic minorities. This session highlights the importance of collaboration between Francophone and Anglophone settlement providers to improve service access and integration. It explores joint initiatives, resource sharing and coordinated referrals, while addressing

barriers like funding and staffing. Practical solutions include communication, advocacy, and capacity-building. Using local examples, the session offers best practices to support inclusive, bilingual newcomer services and promote Canada's values of diversity and linguistic duality.

- **Jean Pascal Niyigena**, CFA-Prince Albert
- **Lori Steward**, Global Gathering Place
- **Kira Epp**, SAISIA

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Regard croisé sur les défis identitaires des immigrants francophones

Cette table ronde explore les défis identitaires des immigrants francophones à travers des discussions en groupes. Elle met en lumière la complexité de la construction identitaire face à l'intégration dans une nouvelle société, tout en conservant la langue et la culture d'origine. Les participants partagent leurs expériences de double appartenance, de sentiments d'exclusion et des stratégies adoptées pour maintenir leur identité francophone. Ce regard croisé permet de mieux comprendre les tensions entre adaptation et préservation culturelle, soulignant l'importance d'accompagner ces communautés dans un contexte multiculturel.

- **Ferdinand Bararunzuza**, RIF-SK

F10 | Workshop - Panel Presentation / Atelier - Présentation d'un panel

Michelangelo Ballroom, Convention Level

From Insight to Impact: Working Together to Strengthen Outcome Measurement in Settlement Services

How can evaluation help immigrant-serving organizations (ISOs) improve programs, demonstrate impact, and make evidence-informed decisions? This interactive workshop shares early insights from PROSPECTS—a national IRCC-funded initiative designed to strengthen evaluation capacity across the sector. Through consultations with ISOs, we're hearing directly about what's working, what's missing, and what's possible when it comes to evaluation. Join us to explore how your organization can engage with tailored tools, expert advice, and peer learning. Your feedback will help shape sector-wide resources that reflect your realities and drive a shift toward outcome-based, community-centered practices.

- **Taylor Shek-wai Hui**, *Evaluation capacity in the settlement sector: findings from a sector survey*, Social Research and Demonstration Corporation
- **Kim Lehrer**, *Strengthening evaluation capacity: Insights from consultations with ISOs*, Social Research and Demonstration Corporation

- **Julie Rodier**, *Working together to strengthen outcome measurement in your organization*, Social Research and Demonstration Corporation

F11 | Roundtable / Table Ronde

Starlight Room, lower level, **Sheraton Cavalier Saskatoon Hotel**, 612 Spadina Crescent E, Saskatoon, SK S7K 3G9 (*Follow the signs*)

Falling Through the Cracks: Immigrant and Refugee Women and the Inconsistencies of GBVH Protection at Work in Canada

Gender-based violence and harassment (GBVH) remains a pervasive and destructive problem in Canada. Recently, we conducted a review and comparative analysis of current legislation and strategic action plans to address GBVH in the world of work in Canada. Our findings show major inconsistencies across jurisdictional legislation, a significant lack of strategic action plans, and failure to engage in intersectional approaches to GBVH in workplaces. We raise critical questions of what these findings mean for immigrant and refugee women, who disproportionately experience precarious employment, discrimination, and lack of knowledge of workplace rights, all of which contribute to increased risk for and exacerbate GBVH at work.

- **Sara Contantini**, Social and Research Organization ontario in the region of Peel

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Designing for Equity: A Community-Informed Blueprint for Supporting Immigrant, Refugee, Ethnocultural, and Racialized Women Facing Intimate Partner Violence

This presentation introduces COSTI Immigrant Services' Blueprint for Establishing Services for Immigrant, Refugee, Ethnocultural and Racialized (IRER) Women Facing Intimate Partner Violence, a research-informed, community-driven framework that addresses systemic gaps in service provision for marginalized women experiencing intimate partner violence (IPV). Developed through a multi-phase initiative funded by Women and Gender Equality Canada, the blueprint integrates qualitative research, survivor testimony, and frontline practitioner insights to propose a scalable, equity-centered service model.

- **Shaleema Ahmed**, COSTI

POSTERS

P1 - Civic Engagements With Neighbours: Classifying the Ethnic Subpopulations of Canada

Civic engagement with neighbours is pivotal for developing a successful integration of immigrant and ethnic minorities into Canadian society. To promote stronger bonds to their neighbours it is essential to understand what types of communities are most in need of support. In this paper, using GSS 2013 and 2020 data, a classification scheme is developed to identify high and low-civic engagement ethnic communities based on selected social and demographic characteristics. The study identified four major dimensions and several clusters of disadvantaged communities.

- **Fernando Mata**, University of Ottawa (School of Sociological & Ant Studies)

P2 - Intergenerational conversations on Anti-racism: A Culturally Syntonic Resistance of Systemic Discrimination of Black Immigrant Youths in Alberta

Contemporary research shows persistent racial disparities impacting Black youth outcomes in Canadian contexts, particularly regarding mental health and academic achievement. This case study evaluates Sinkunia's Intergenerational Conversations on Anti-Racism program through Participatory Action Research, engaging 20 youths across three focus groups. The study

explores the Community Healing and Resistance Through Storytelling (C-HeARTS) framework's adaptability within Canada's multicultural context, utilizing African Oral Traditional Storytelling for intergenerational knowledge transmission. Grounded in Critical Race Theory and Ubuntu Philosophy, the research explores themes of connectedness, collective memory, and critical consciousness.

- **Destiny Ooadese**, University of Alberta
- **Issa Kamara**, Sinkunia Community Development Organization

P3 - Raising Adolescents in Migration: Autonomy, Culture, and Parenting Adaptation Among Yoruba Immigrant Families

This presentation explores how Yoruba immigrant parents in Canada navigate parenting and autonomy support while raising adolescents. Drawing on semi-structured interviews with Yoruba parents, the study applies Self-Determination Theory and the Theory of Sociocultural Models to examine how parents negotiate traditional values of authority, respect, and communal responsibility alongside Canadian norms of independence and open dialogue. Findings highlight parents' dynamic processes of cultural adaptation, identity negotiation, and intergenerational learning, offering insight into immigrant parenting, integration experiences, and culturally responsive practice in diverse Canadian contexts.

- **Temilorun Akinola**, University of Alberta

P4 - Activity participation supported by formal programs for older Japanese Canadians

This photovoice study explored how formal programs and services support meaningful activity among older Canadians of Japanese descent residing at Momiji Residence, a culturally specific senior housing community in Toronto, Canada. Data was collected through interviews, focus groups, and photovoice with tenants, staff, and caregivers. The findings show that cultural identity, autonomy, and social connection are important for aging well. In addition, language barriers and cognitive changes were noted as challenges in program planning. Overall, the study highlights the need for flexible, inclusive programs that support aging in place within diverse communities.

- **Setareh Ghahari**, Queen's University
- **Pilar Camargo**, Plazas Queen's University
- **Jennifer Matsunaga**, University of Ottawa

P5 - Professional Development for Whom? A Critical Scan of Equity Gaps in Social Work Education

This poster shares findings from a 2024 market scan of professional development opportunities available to social workers across Alberta. With the Faculty of Social Work (FSW) at the University of Calgary recognized as a provincial leader in social work education, this project aimed to assess the current landscape and identify critical gaps, especially for racialized, immigrant, and community-based practitioners.

- **Inara Nanji**, University of Calgary, FSW Community Strategies
- **Taqwa Hossain**, University of Calgary, FSW Community Strategies

P6 - How Community Income Tax Clinic Supports Financial Literacy, Economic Security, and Resilience in Newcomers and Refugees

This poster presentation will highlight the frontline experience, successes, and lessons learned from the free Community Income Tax Clinic hosted at the Saskatoon Open Door Society. By offering free tax-filing support to newcomers and refugees, the clinic addresses systemic barriers to financial inclusion and supports equitable access to government benefits and credits. The session will demonstrate how free tax clinics are an integral part of settlement services, fostering economic integration, and reducing economic inequalities for newcomers.

- **Ziying Li**, Saskatoon Open Door Society
- **Saria Khalid**, Saskatoon Open Door Society
- **Fatemeh Davoodizadeh**, Saskatoon Open Door Society

P7 - Creating successful conditions for newcomers

This paper examines the ways newcomer Afghan women (NAW)'s overcome barriers to higher education in British Columbia, through a qualitative analysis of interview data. A participatory research design, grounded in postcolonial feminist theory, was employed to centre the lived experiences and priorities of these recently resettled women refugees. Access to higher education emerged as a central concern within the community. The study foregrounds the voices of NAW as they describe their experiences navigating the processes of admission, enrolment, and completion in postsecondary education. The analysis identifies both personal and institutional factors that facilitate their academic success.

- **Sofia Noori**, UBC

P8 - The Arabic Community of Canada: Insights from the Canadian Census

This poster presentation reveals key demographic findings about the Arabic Community of Canada using Census data (2001-2021). It presents the community's significant growth over two decades, details its evolving geographic distribution across provinces and cities, and highlights shifts in gender composition. Focusing solely on mother-tongue speakers rather than ethnic origin (Hence, the use of the term 'Arabic' as opposed to 'Arab'), these results provide crucial evidence on the community's changing demographics. Understanding such a linguistic community is vital for researchers, practitioners, and policymakers who seek to address their specific needs and circumstances and support their integration and well-being.

- **Yousef Khalifa Aleghfeli**, Toronto Metropolitan University\

P9 - Social and familial impacts of the COVID-19 pandemic: Intergenerationality in multigenerational immigrant families

The COVID-19 pandemic resulted in a significant impact on migration policy and immigrant settlement. As part of a larger SSHRC-funded study focused on intergenerational relations among immigrant families, this qualitative research explores the kin relations between adult children hosting or sponsoring the migration of their elderly parent or grandparent to Canada. Up to 20 participant interviews with adult children in Ontario and British Columbia reveal adult children's complex relations across familial, financial and care dynamics with their parents to sustain the child-parent bond that is deeply impacted by the pressures of migration during a global pandemic.

- **Georgiana Mathurin**, Graduate Student, CERC, Toronto Metropolitan University
- **Manaal Syed**, Renison University College, University of Waterloo
- **Anna Triandafyllidou**, CERC, Toronto Metropolitan University

P10- Navigating Perinatal Care: Barriers and Supports for Pregnant Latina Immigrants with Precarious Status in Toronto

This poster presents findings from a qualitative study examining how Latina women with precarious immigration status navigate access to perinatal care in Toronto. The findings reveal how legal exclusions, financial precarity, and discrimination intersect to limit access to essential healthcare. It also highlights the role of community-based support in addressing service gaps. The research contributes to ongoing policy conversations about equitable healthcare access and reproductive justice for immigrant women in Canada.

- **Vida Carranza Capote**, Toronto Metropolitan University

P11- Approches pratiques pour l'inclusion des futurs-arrivants francophones au Canada Atlantique

Le service avant l'arrivée de la FANE (Fédération Acadienne de la Nouvelle Écosse) propose des pistes concrètes pour l'intégration professionnelle des nouveaux arrivants francophones dans un monde du travail globalisé, notamment en démystifiant le processus de certification, qui est abordé non seulement comme un outil d'information mais aussi comme une démarche structurée d'inclusion. En explorant des stratégies pratiques, nous visons également à rendre explicite la culture d'entreprise en soulignant son rôle fondamental comme levier d'employabilité pour les personnes issues de milieux multiculturels. Cela démontre aussi, la contribution active de nos services de connexions communautaires dans l'inclusion des nouveaux arrivants en créant des liens sociaux, culturels et professionnels

- **Ardo Younoss Sow**, Conseiller en établissement – La FANE
- **Hala Naja**, Conseillère en Reconnaissance des Titres et Compétences Étrangères (RTCE) – La FANE
- **Sedik Hamdidouche**, *Démystifier le processus de certification pour accélérer l'inclusion professionnelle*, Conseiller en Reconnaissance des Titres et Compétences Étrangères (RTCE) – La FANE

P12- Socio-economic Integration and Settlement Experiences of Chinese Newcomers in Regina

The pattern of immigration to Saskatchewan has changed dramatically in recent years. This presentation reports findings from a study that explored the socio-economic integration and settlement experiences of recent Chinese immigrants from Mainland China residing in Regina. Through in-depth interviews with twelve participants, the study examined their motivations for immigration and settlement choices, experiences in navigating the labour market, perceptions of discrimination in recruitment and workplace environments, socio- cultural integration, coping strategies employed to overcome challenges, and future plans. These results offer valuable insights for improving policies, services, and workplace practices that support the integration of minority immigrants in Regina.

- **Dr. Henry P.H. Chow**, PhD, Professor and Head, Department of Sociology and Social Studies, University of Regina
- **Steven Gao**, MEd, Graduate Student, Department of Sociology and Social Studies, University of Regina

P13 - Changing Demographics in Saskatchewan: Key Factors Shaping Attitudes toward Immigrants

The arrival and settlement of immigrants bring significant social, cultural, and economic consequences for the host country. While Canada is a nation of immigrants, there have been historical periods when immigration has been viewed with antagonism. The negative attitudes and behaviour of the dominant group members may have devastating effects on minority and immigrant communities. This presentation will report the findings from a questionnaire survey that explored attitudes toward immigrants and the impact of immigration on national unity, security, and economic growth in a sample of 348 university students using binary and multinomial logistic regression.

- **Dr. Henry P.H. Chow**, PhD, Professor and Head, Department of Sociology and Social Studies, University of Regina
- **Steven Gao**, MEd, Graduate Student, Department of Sociology and Social Studies, University of Regina

P14 - Empowering Newcomer Youth: Overcoming Barriers to Employment, Belonging, and Inclusion through the Newcomer Youth Engagement Program (NYEP)

The Newcomer Youth Engagement Program (NYEP) supports youth aged 17–21 by addressing barriers to employment, education, and inclusion. Through English language instruction, life and employability skills training, and wraparound supports, NYEP equips youth to navigate Canadian systems. The program responds to social and economic inequalities by offering resume building, interview coaching, certifications, work placements, and volunteering. Strong cross-sector partnerships help overcome barriers such as lack of experience and competitive hiring processes. NYEP creates successful conditions for newcomers by fostering pathways to employment, education, and belonging—empowering youth to thrive and contribute meaningfully to Canadian society.

- **Fafali Ahiahonu**, Saskatoon Industry Education Council

P15 - Intrinsic or Extrinsic to Canadian Identity? National Cohesion through Identity Boundaries amid U.S. Pressures and Deglobalization

Canada departs from Anthony Smith's classical models of nationhood by constructing identity through multicultural distinctiveness. Amid U.S.-driven pressures, Canada's cohesion increasingly depends on conscious divergence—a nationalism rooted in localism, mental independence and discursive boundary-making that casts anti-immigrant and -DEI ideologies as alien to Canadian values. The fear of absorption—of losing distinctiveness—mobilizes

narratives of resistance and identity preservation through diversity. Linking institutional resilience to national difference reveals a core strength of Canada's democratic tradition: its multinational foundation—Indigenous, francophone, anglophone, and immigrant—offers a saving bulwark amid deglobalization.

- **Simone Zhenting Mao**, Harvard University